



**EMPLOYMENT  
LAW ALLIANCE<sup>®</sup>**  
*Helping Employers Worldwide<sup>®</sup>*

**You are Invited to a Free 90-minute Webinar**

**Maybe That Is My Employee: The New  
Definition of Joint Employer and What It  
Means for Your Company**

**Wednesday, March 30, 2016**

**Local Start Times:**

**3:00 - 4:30 p.m. EDT**

**12:00 - 1:30 p.m. PDT**

**2:00 - 3:30 p.m. CDT**

**10:00 - 11:30 a.m. HAST**

**1:00 - 2:30 p.m. MDT**

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Following last year's loosening of the definition of "joint employer" by the National Labor Relations Board, companies that outsource some of their operations to staffing firms and other third-party companies – as well as those with franchises – need to examine the way they do business with them. These changes by the National Labor Relations Board and the Department of Labor potentially impact many industries and may expose companies to liability for a whole host of wage and hour-related issues, as well as unfair labor practices and EEOC charges.

This webinar will address the new standard for determining joint employment as a result of a case involving Browning-Ferris Industries, what it may mean for your company, and how you can protect yourself from the risks of being considered a joint employer. Labor and employment attorneys from around the country will provide practical insight and guidance on the following:

- What drove the NLRB to reject 30 years of precedent in its Browning-Ferris decision?
- What the Department of Labor's recent guidance means for joint employers under the FLSA
- Best practices to avoid or minimize joint employer liability in the franchise relationship
- The impact of joint employment on the construction industry
- The most important issues to include in a written agreement between employers and third-party companies

## Who Should Attend?

The webinar is an invitation-only event exclusively for clients of ELA member law firms. The information presented will be of particular interest to:

- In-house Counsel
- Human Resources Professionals
- Corporate Executives and Business Owners

## Speakers

- **Erin Kuzz**, Moderator, Sherrard Kuzz, Toronto, Ontario, Canada
- **J. Bruce Cross**, Cross, Gunter, Witherspoon & Galchus, Little Rock, AR
- **Katharine I. (Katy) Rand**, Pierce Atwood, Portland, ME
- **Randall J. Snapp**, Crowe & Dunlevy, Oklahoma City, OK
- **Christopher M. Trebilcock**, Miller, Canfield, Paddock and Stone, Detroit, MI

## Register

Click [here](#) to register, and then click the “register” link to the right of the webinar title. Please be sure to confirm the corresponding start time in your local time zone.

## About the Employment Law Alliance

The [Employment Law Alliance](#) is the most comprehensive network of labor and employment attorneys in the world. Our members provide employment, labor, and immigration expertise in more than 120 countries around the globe, all 50 U.S. states, and all 10 Canadian provinces. They work closely together to ensure that their clients’ legal matters are handled seamlessly wherever they do business. We provide a smarter, more efficient and effective alternative to using a single multi-state or multi-national law firm. For more information about the ELA, please visit: [www.employmentlawalliance.com](http://www.employmentlawalliance.com).

## Questions?

For additional information or questions about this webinar, please contact Linda Henderson at the Employment Law Alliance ([leh@employmentlawalliance.com](mailto:leh@employmentlawalliance.com)).